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Press Information

**Deloitte Tohmatsu declares our agreement to the
“Suggestion of Equal Marriage”**

TOKYO, JAPAN, 28 June, 2019 — Deloitte Tohmatsu Group (Deloitte Tohmatsu, hereafter) declares our agreement to the suggestion of “Support the Recruitment and Retention of Talent by Instituting Marriage Equality in Japan” (the suggestion, hereafter), made by The American Chamber of Commerce in Japan (ACCJ) as of September 19, 2018.

The suggestion is to ask for the approval of free and equal marriage rights to LGBT couples, and states that one of the barriers for the companies doing business in Japan will be removed, in recruiting and retaining equal talents,. It also states that inclusive working environment with further rights and protections for LGBT couples, will grant further reach to international talent acquisition along with the countries with such environment in place already.

Deloitte Tohmatsu has been empowering our initiatives on LGBT as part of our D&I (Diversity & Inclusion) initiatives. We have implemented our corporate benefit policy to include same-sex marriage couples in 2017. We have also achieved the Golden Award, the best prize of “PRIDE Index” set by the voluntary organization “[work with Pride](#)” to measure LGBT initiatives. We would like to take the opportunity of this “PRIDE Month” while LGBT initiatives have been taken place all around the world –to declare our agreement to the suggestion and further accelerate the understanding of LGBT talents at workplace.

Message from Takashi Nagata –Deloitte Tohmatsu Group CEO

At Deloitte Tohmatsu Group, we have been making various initiatives to achieve an inclusive work environment, and our support on LGBT is one of them. We do not accept any discrimination, we do understand the diversity in sexual orientation and gender identity to respect each other, and have been trying to achieve the work environment where all our Partners and Members can proudly work and keep being their good selves. We will continue thriving for the better, by creating such work environment where all our Partners and Members with various background can work as in their good selves, and where they can perform their best to contribute to our clients’ and our entire society’s growth and development.

Message from Kaoru Nakamura –Deloitte Tohmatsu Group CHRO

No one is the same, and different from various perspectives. Each differences make Deloitte Tohmatsu precious, valuable and strong. Members at Deloitte Tohmatsu -with great and unique personalities of diverse talents, have been and will be collaborating to face and tackle the challenges as we embrace to “Be Fair, Be Equal”. We, at Deloitte Tohmatsu will further

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If there is any discrepancy between the Japanese version and the English translation, the Japanese version shall prevail.*

accelerate to know, understand, embrace and respect the differences –to achieve the work environment where everyone can empower as in their good selves.

Resource : Statement from The American Chamber of Commerce in Japan (External Website)
https://www.accj.or.jp/uploads/4/9/3/4/49349571/1806_marriage_equality_hrc_.pdf

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